

Annual Report

FY 2024-2025

UCI Division of Equal Opportunity and Compliance





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OFFICE OF EQUAL OPPORTUNITY AND DIVERSITY

OEOD is a one-stop shop for questions, concerns, and complaints related to all forms of discrimination, sexual harassment, sexual violence, and retaliation. OEOD serves students, staff, faculty, patients, and visitors across the campus and growing health enterprise. OEOD continues to see an increase in casework each fiscal year (approximately 10% this year). Across UCI, sexual harassment and race-based discrimination continue to be the most reported basis. UCI affiliates most often choose to receive resources and support and resolve concerns informally, rather than pursue a formal investigation process.

OEOD also continued its work on multi-disciplinary collaborative triage teams, served on workgroups related to training and policy updates, and ensured compliance with new or altered state and federal civil rights law. Each year, the OEOD case team delivers trainings to thousands of UCI students and employees across the campus and health enterprise on antidiscrimination and sexual harassment prevention and response. To request a training, email oeodtraining@uci.edu

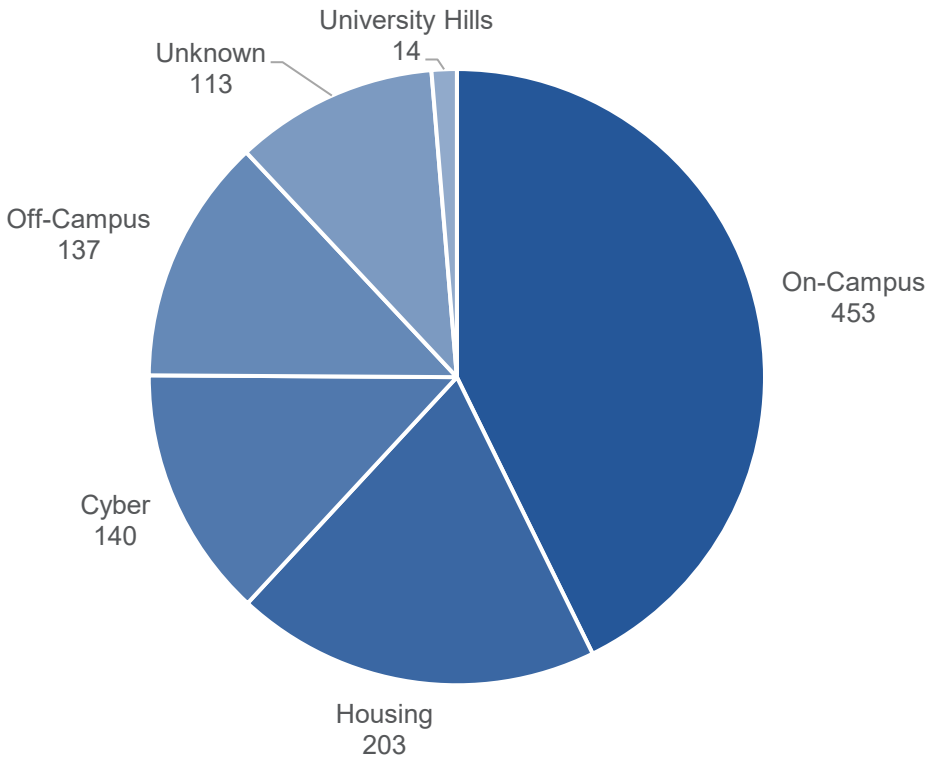
Report Overview FY 2024-25:

IN TOTAL, 1,620 REPORTS WERE RECEIVED, OF WHICH:

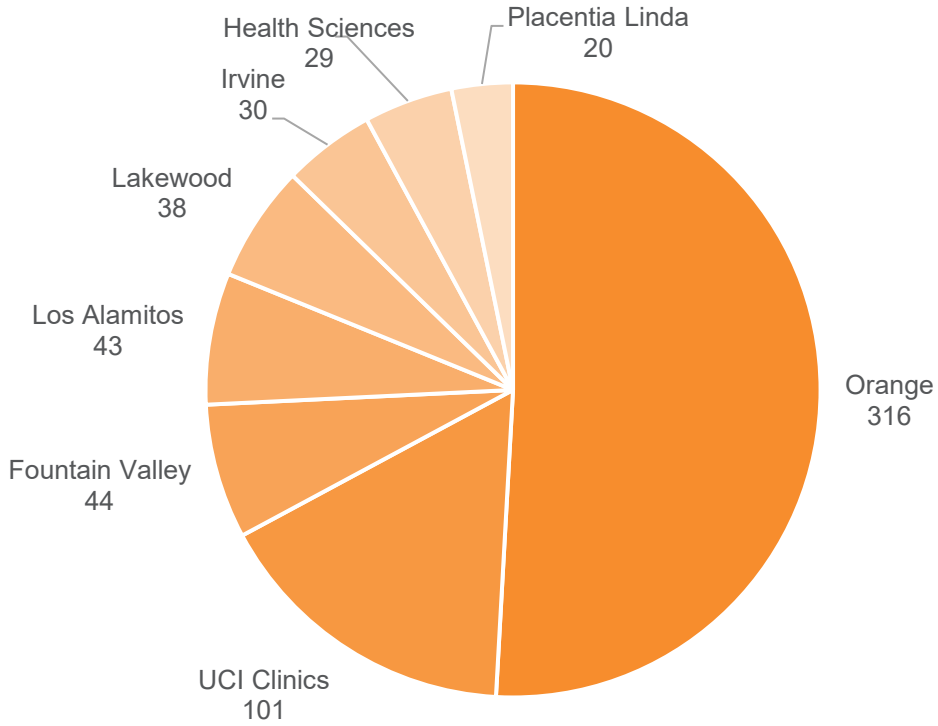


Reports Received by Location:

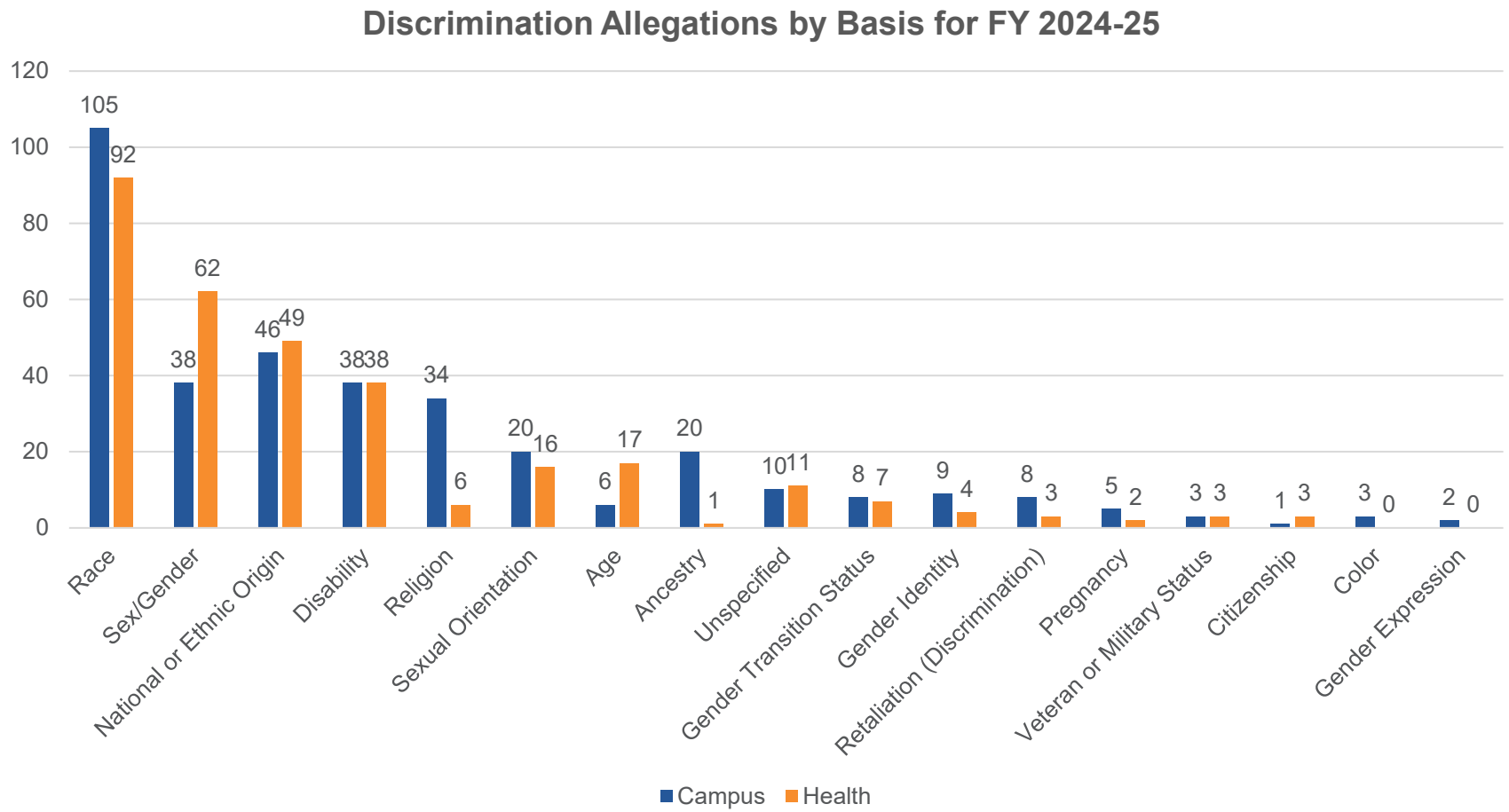
UCI Campus Locations

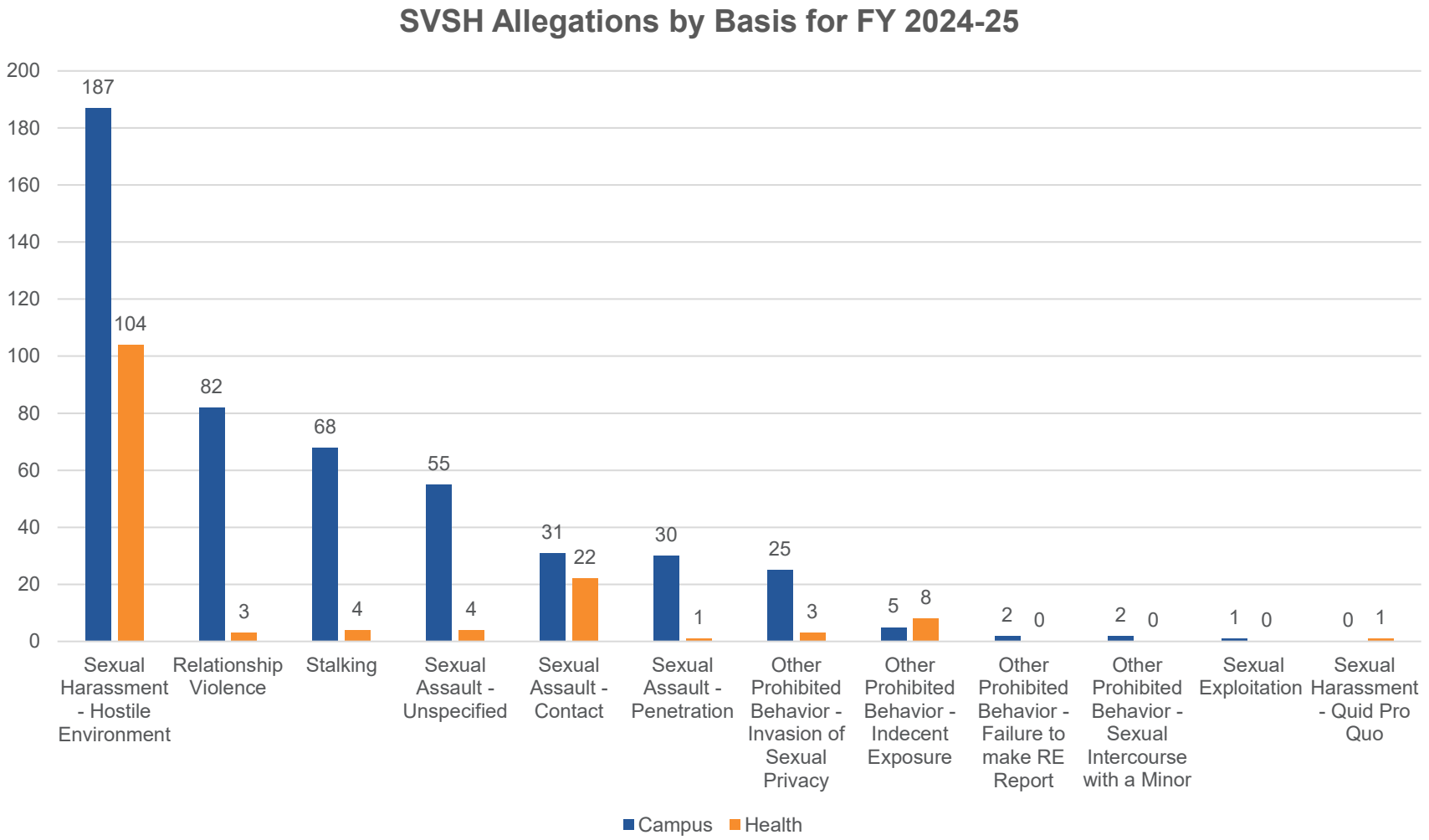


UCI Health Locations



Received Discrimination & Sexual Harassment/Sexual Violence Reports:




SVSH Allegations by Basis for FY 2024-25
200
180
160
140
120
100
80
60
40
20
0
187
104
82
3
68
4
55
4
31
22
30
1
25
3
5
8
2
0
2
0
1
0
0
1
Sexual Harassment - Hostile Environment
Relationship Violence
Stalking
Sexual Assault - Unspecified
Sexual Assault - Contact
Sexual Assault - Penetration
Other Prohibited Behavior - Invasion of Sexual Privacy
Other Prohibited Behavior - Indecent Exposure
Other Prohibited Behavior - Failure to make RE Report
Other Prohibited Behavior - Sexual Intercourse with a Minor
Sexual Exploitation
Sexual Harassment - Quid Pro Quo
Campus
Health

Report Type & Basis by Respondent:



Discrimination	529 TOTAL REPORTS
Faculty	58
Staff	230
Student	87
Former/Unspecified Affiliate	5
Contract Employees	4
Organization or Entity	63
Patient	82

Sexual Violence & Sexual Harassment	386 TOTAL REPORTS
Faculty	23
Staff	136
Student	141
Former/Unspecified Affiliate	8
Contract Employees	10
Organization or Entity	3
Patient	65

Unknown	24 TOTAL REPORTS
Faculty	1
Staff	15
Student	5
Former/Unspecified Affiliate	0
Contract Employees	0
Organization or Entity	2
Patient	1

Conflict of Interest	5 TOTAL REPORTS
Faculty	1
Staff	3
Student	1
Former/Unspecified Affiliate	0
Contract Employees	0
Organization or Entity	0
Patient	0

Other	1 TOTAL REPORTS
Faculty	0
Staff	0
Student	1
Former/Unspecified Affiliate	0
Contract Employees	0
Organization or Entity	0
Patient	0

WHISTLEBLOWER OFFICE

The UCI Whistleblower Office responds to reports of improper governmental activities such as corruption, bribery, theft or misuse of university property, fraudulent claims, fraud, coercion, willful omission to perform duty, economic waste, gross misconduct, gross incompetence, or gross inefficiency, or any condition that threatens the health or safety of employees or the public. The office also responds to employee reports of retaliation as a result of making a protected disclosure or refusing to obey an illegal order. The Whistleblower Office may refer reports to other units for appropriate handling (for instance, discrimination/harassment or sexual misconduct concerns to OEOD), provide consultation, initiate a preliminary review (to determine whether investigation is warranted), or conduct a formal investigation.

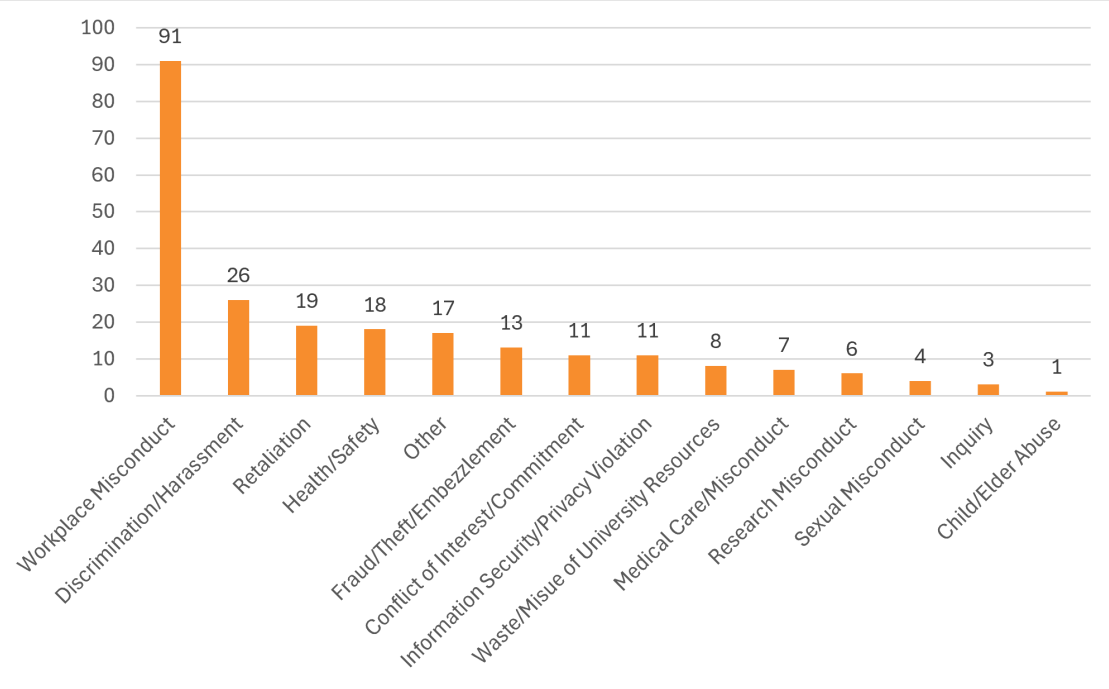
In 2024-2025, reports rose by 17% from the last fiscal year. As has been the trend the last few years, concerns in UCI Health continue to be the majority of reports received.

Whistleblower Reports At-A-Glance:

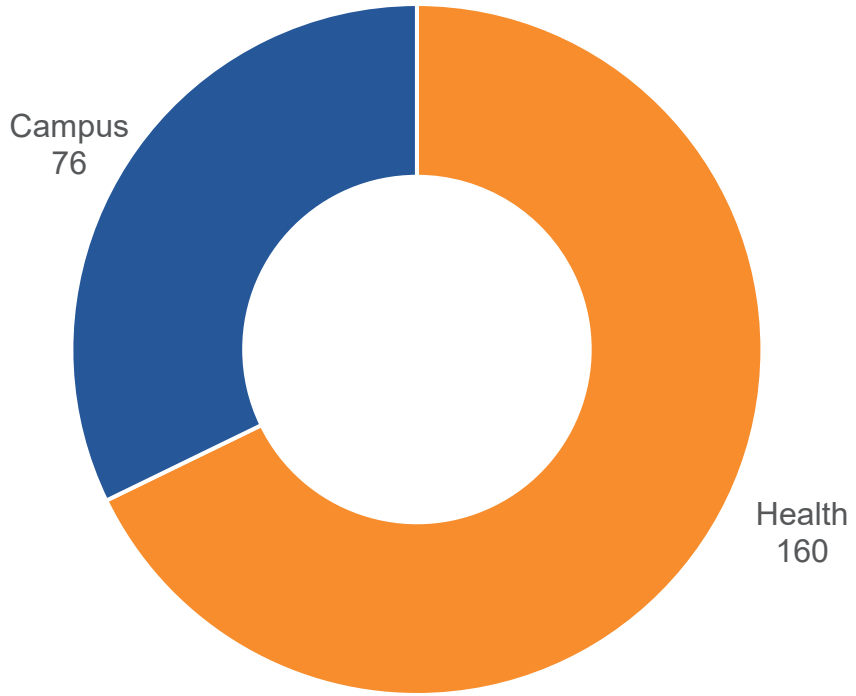


**Matters still under consultation, review, or investigation at the time of issuance of this annual report.*

Types of Allegations FY 2024-25



Whistleblower Reports by Overall Location

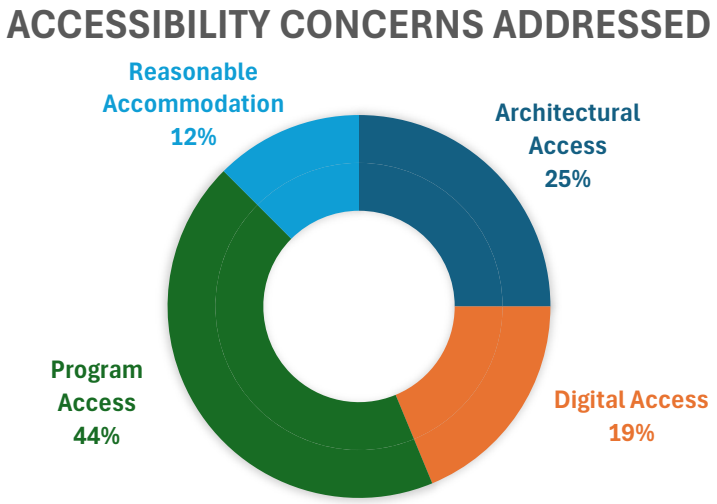


ADA COMPLIANCE AND ACCESSIBILITY

Accessibility and ADA compliance continued to be an area of focus in 2024-25. UCI completed or is in the process of making the following accessibility upgrades:

- Increased accessibility of medical care throughout the entire UCI Health system by collaborating with UCI Health employees to update hospital phone operator scripts and increase understandability of automated recordings.
- Collaborated with Facilities Management and construction crew to maintain accessible path of travel into School of Law and School of Education during renovations.
- Increased accessibility of New Swan Theater with technical assistance about reasonable accommodations for patrons.

OEOD continues to bring down digital, programmatic, and architectural accessibility barriers. This past fiscal year the ADA Coordinator addressed accessibility concerns in the following areas:



EQUAL OPPORTUNITY / AFFIRMATIVE ACTION

The Equal Opportunity/Affirmative Action (EO/AA) team within the Office of Equal Opportunity and Diversity (OEOD) provides compliance oversight of and support for the University's affirmative action programs, including the annual preparation of the federal affirmative action plan.

WORKFORCE REVIEWS
- 611 Academic Shortlists
- 411 Academic Search Reports
- 46 Academic Recruitment Waivers
- 12 Reorganization Plans
- 10 Layoff Reviews
- 5 Staff Recruitment Waivers

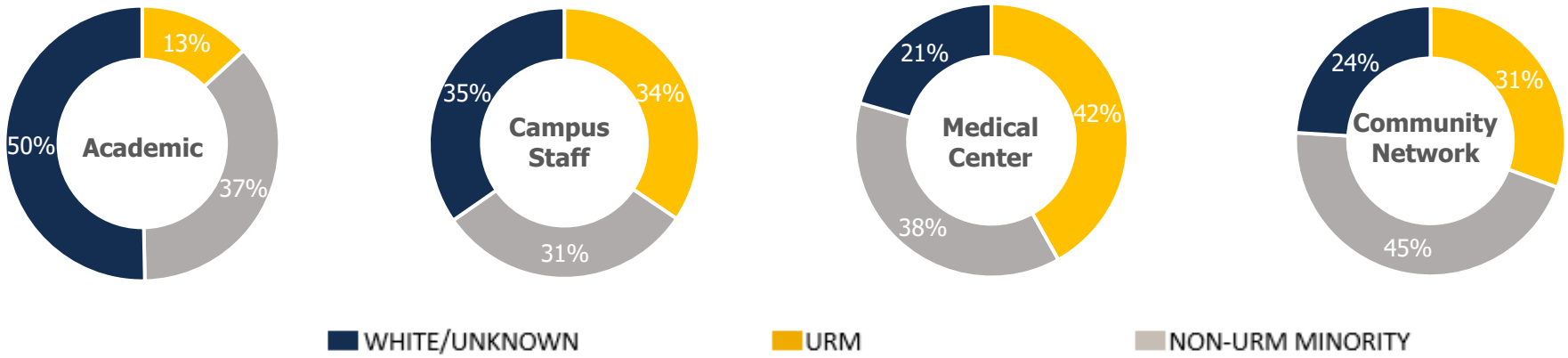
UCI OVERALL WORKFORCE
(June 30, 2025)
61% Women
69% Minority
32% URM
6% Employees with a Disability
1% Protected Veterans

AP RECRUIT TRAININGS Offered
(with OIT and AP)
11 trainings serving over 300 employees, with an average of 28 employees per session

TOP FOUR UNDERUTILIZED GROUPS
(based on 380 job groups)
1. Black
2. Female
3. Hispanic
4. Employees with a Disability



UCI Workforce by Race/Ethnicity:



UNDERREPRESENTED MINORITIES BY SUBGROUP:

- **Academics**: Hispanic (10%); Black (3%); AIAN (0.2%); NHOPI (0.1%)
- **Campus Staff:** Hispanic (30%); Black (4%); AIAN (0.3%); NHOPI (0.2%)
- **Medical Center:** Hispanic (38%); Black (3%); AIAN (0.2%); NHOPI (0.3%)
- **Community Network:** Hispanic (26%); Black (5%); AIAN (0.2%); NHOPI (0.3%)

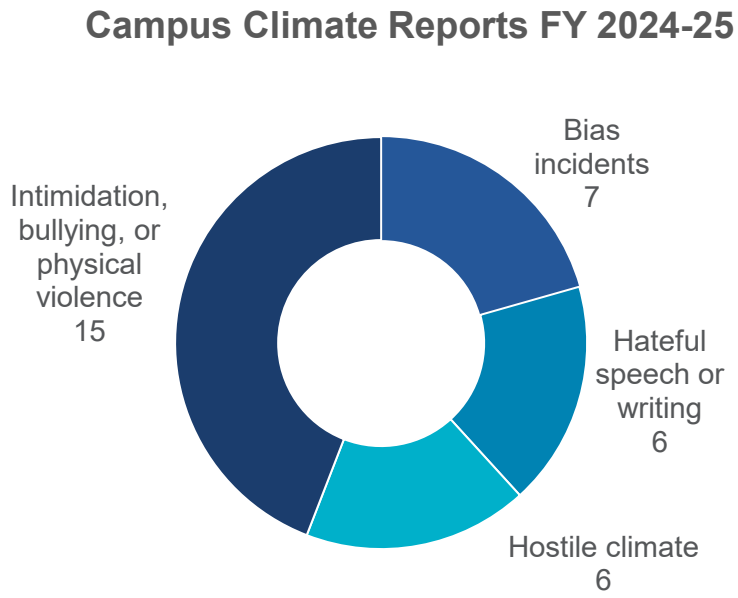
REPRESENTATION OF UNDERREPRESENTED MINORITIES BY APPOINTMENT CATEGORY:

- **Academics:** Senate Faculty (13%); Non-Senate Faculty (12%); Other Academics (14%)
- **Campus Staff:** Career Managers/Supervisors (25%); Career Professionals (36%); Non-Career (34%)
- **Medical Center:** Managers/Supervisors (32%); Professionals (43%)
- **Community Network:** Managers/Supervisors (24%); Professionals (31%)

CAMPUS CLIMATE REPORTS

UC's Principles of Community value diversity, inclusion, and a climate free of discrimination, intolerance, and hate. Individuals who experience or observe behavior that is inconsistent with UC's Principles of Community are encouraged to report through our campus climate reporting system. These reports are triaged and funneled to the appropriate office for handling, for instance, OEOD, UCI Police Department, the Office of Academic Integrity and Student Conduct, Academic Personnel, or Human Resources. Resources are provided to all reporters and tailored if we know the affiliation of a reporter, for instance a student or a non-affiliate.

Since 2020, campus climate reports have generally averaged 35 reports a year. In 2023-2024, climate reports rose to 157 reports due to increased protest activities on campus. In 2024-2025, climate reports were back to the average of 34 reports. 85% were reports about the campus while 15% were about the School of Medicine or UCI health.



PUBLIC RECORDS and PRIVACY OFFICE

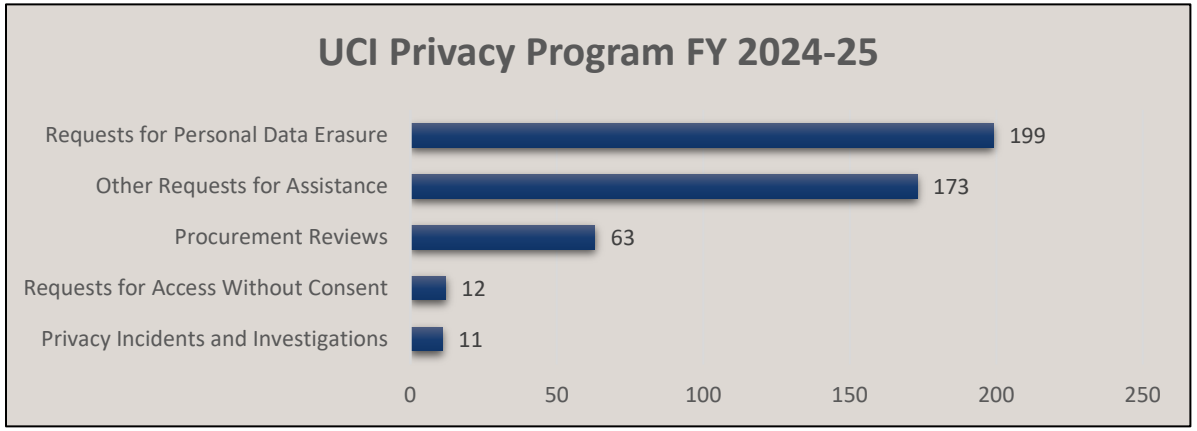
Public Records Activity (FY 2024-25):

Public Records Requests	Public Records Processing
416 Requests Received	**165,943** Pages Reviewed
3,632 Items Requested	**57,986** Pages Released

Access to public records is a fundamental right established in the government code. People have the right to view or obtain copies of UC records to promote transparency and accountability.

PRIVACY OFFICE

The Privacy Office handled 458 matters in this fiscal year including:



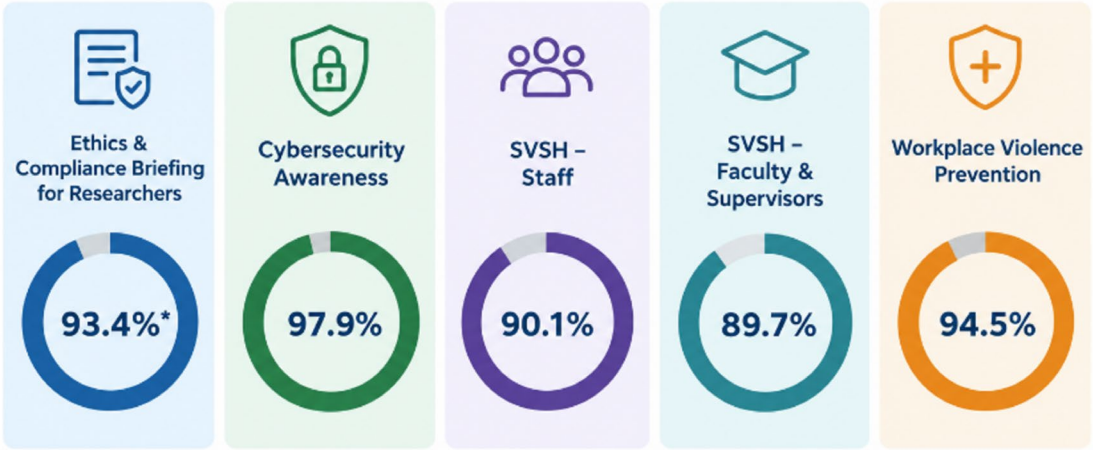
Privacy plays a central role in human dignity. The California Constitution offers privacy as an inalienable right.

The University of California strives for an appropriate balance to: promote privacy practices through its policies and practices and nurture an environment of openness and creativity for teaching and research.

COMPLIANCE

The Compliance Office monitors employee mandatory training to ensure compliance with state and federal law. In fiscal year 2024-2025, UCI's compliance rate for most trainings increased:

Mandatory Training Compliance (FY 2024-25):



**The ECB-R is assigned only to faculty and principal investigators engaged in certain research activities.*

Note: General Compliance Briefing data not available and will be included in next fiscal year's report.

ADMINISTRATIVE POLICIES AND PROCEDURES

The Policy Office supports UCI initiatives by managing systemwide and local administrative policies, delegations of authority, and non-academic Conflict of Interest compliance. In FY 2024-25, UCI achieved 100% COI compliance and completed the following actions:

Policy and Procedure Activity in FY 2024-25:

	Issued / Reviewed	Rescinded
Policies	13	11
Delegations of Authority	17	11
Systemwide Presidential Policies*	20	—
Office of the President Delegation of Authority	4	—

